

Become A Social Innovator

ESG Meeting
Santen Pharmaceutical Co., Ltd.



Presentation: March 31, 2022

Agenda

- Santen's Sustainability
- Digital Transformation to Support Business
- Santen's Initiatives for Inclusion

Special Lecture: Masayo Takahashi, M.D., Ph.D.
Vision Care Inc. / Kobe City Eye Hospital

Social Value of Disability

Santen's Sustainability



Shigeo Taniuchi
President & CEO

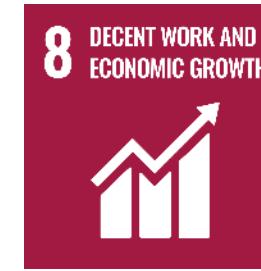




The world is built on the ability to see



Eye health contributes to achieving SDGs



8
/17^{*1}



SDGs related to eye health



*1 The Lancet Global Health Commission on Global Eye Health: vision beyond 2020.

CORE PRINCIPLE

天機に参与する

Tenki ni sanyo suru

“Exploring the secrets and mechanisms of nature in order to contribute to people's health” *

* Santen's original interpretation of a passage from the Zhongyong (The Doctrine of the Mean) by Confucius.

WORLD VISION

Happiness with Vision

The Happiest Life for every individual, through the Best Vision Experience

Aim to reduce the loss of social and economic opportunities for people around the world

Santen's Sustainability



Four ESG Materialities



1. Development and stable supply of socially significant products and services

2. Encouragement of an organizational culture that promotes value creation

3. Strengthening governance, contributing to the realization of fair and equal society

4. Conservation of the global environment

1. Development and stable supply of socially significant products and services

Contribute to more than 60 million patients by resolving social issues

Tackle unmet medical needs



Improve healthcare access

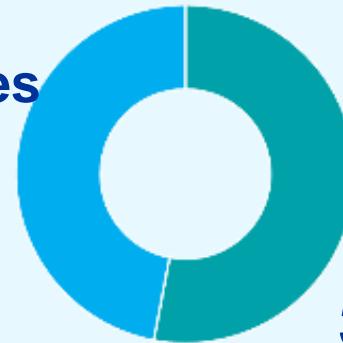
2. Encouragement of an organizational culture that promotes value creation

Promote diversification to improve strategic execution

Management team diversity^{*1}

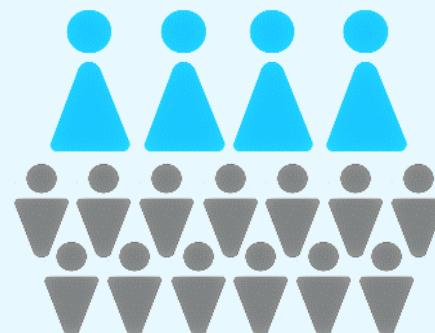
7 different nationalities

47%



Japanese
53%

Increased to 24%



5 countries

*1: New management structure as of April 1, 2022 (Executive Management Team)

Opportunities for visually impaired employees



Work from Anywhere



3. Strengthening governance, contributing to the realization of fair and equal society

Continuous efforts to improve governance and strengthen internal controls

Strengthen IT security



Enhance the effectiveness of Board of Directors



4. Conservation of the global environment

Steady progress toward measures against climate change and environmental load reduction

- Environmental targets for 2030 -

Switching to biomass plastic



Reduction of plastic in packaging materials



Reduction of travel



Switching to electrified vehicles



Plan to declare support for TCFD recommendations: June 2022

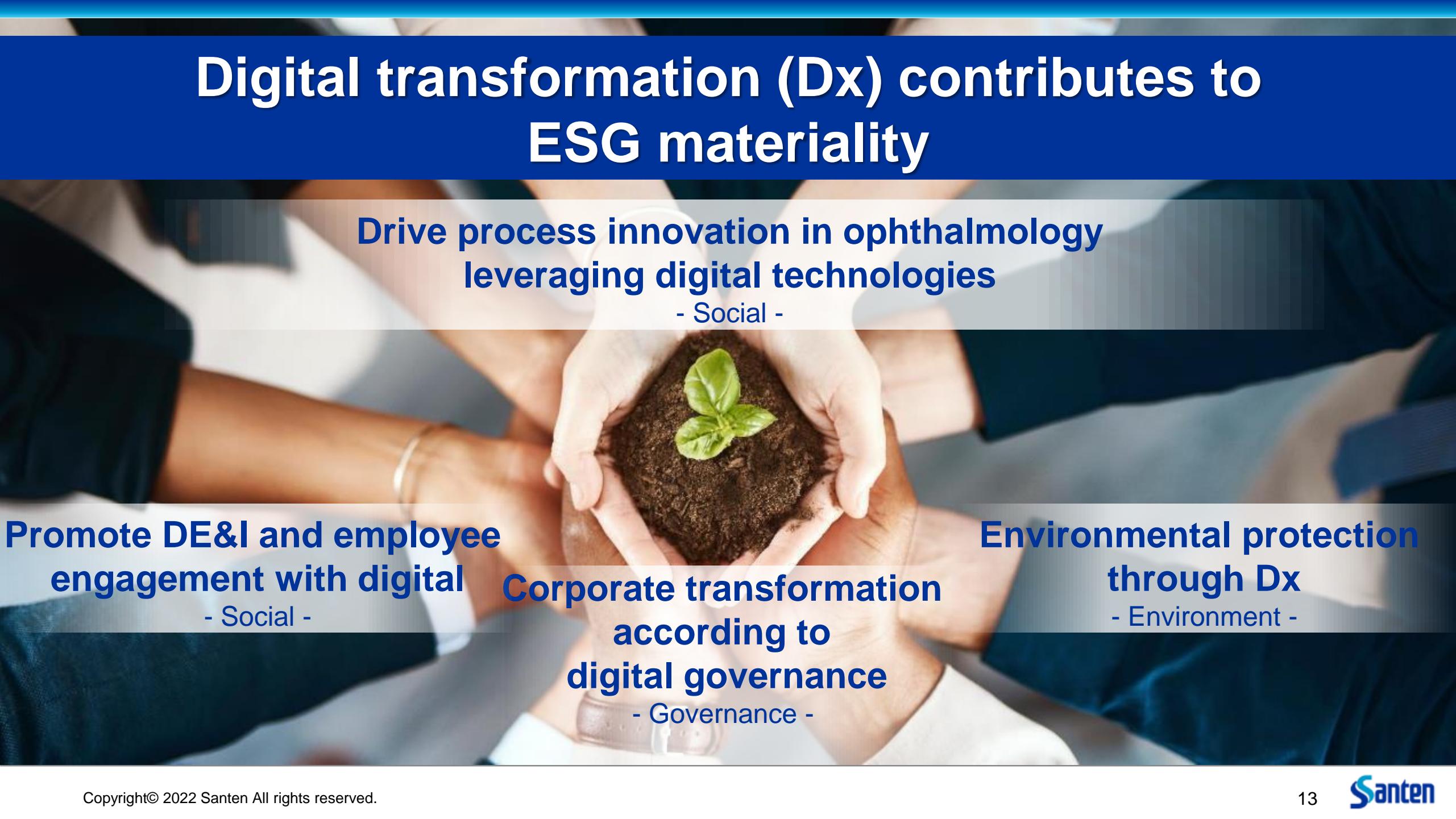
Digital Transformation to Support Business



Minori Hara
Corporate Officer,
Chief Information Officer,
Head of Digital & Information
Technology Division



Digital transformation (Dx) contributes to ESG materiality



Drive process innovation in ophthalmology leveraging digital technologies

- Social -

Promote DE&I and employee engagement with digital

- Social -

Corporate transformation according to digital governance

- Governance -

Environmental protection through Dx

- Environment -

Digital Governance for corporate management

Driving Dx

according to METI's
digital governance
code



**CDIO position
created**
(Chief Digital &
Information Officer)

World class information security to protect stakeholders

Business continuity

based on ISO-compliant
InfoSec framework

Globalization and Top talent

in InfoSec and Dx governance



Internal control for effective business execution



Next-gen ERP

Standardized operating process and improved transparency

Data utilization

faster corporate decision-making

Process innovation in ophthalmology

Provider



Online medical platform



People

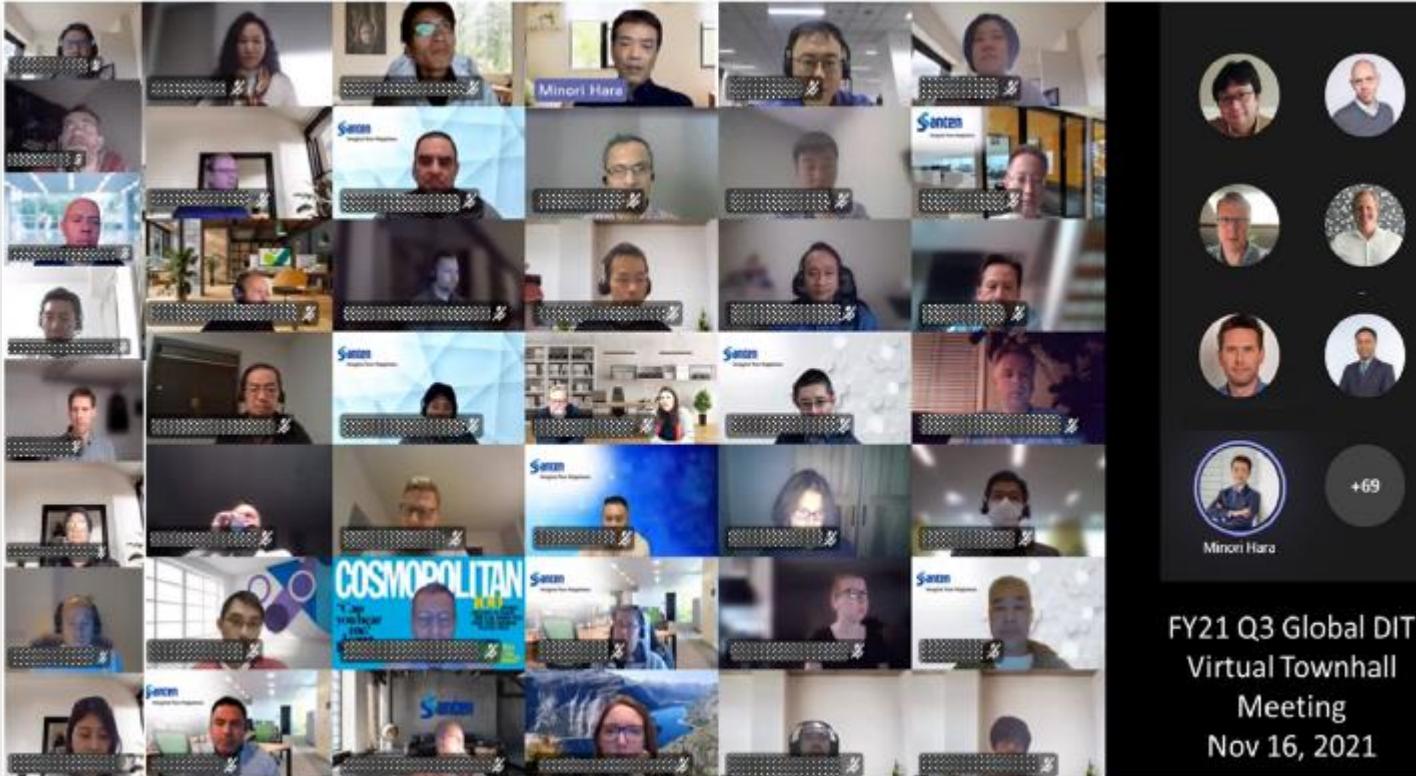


Mobile App

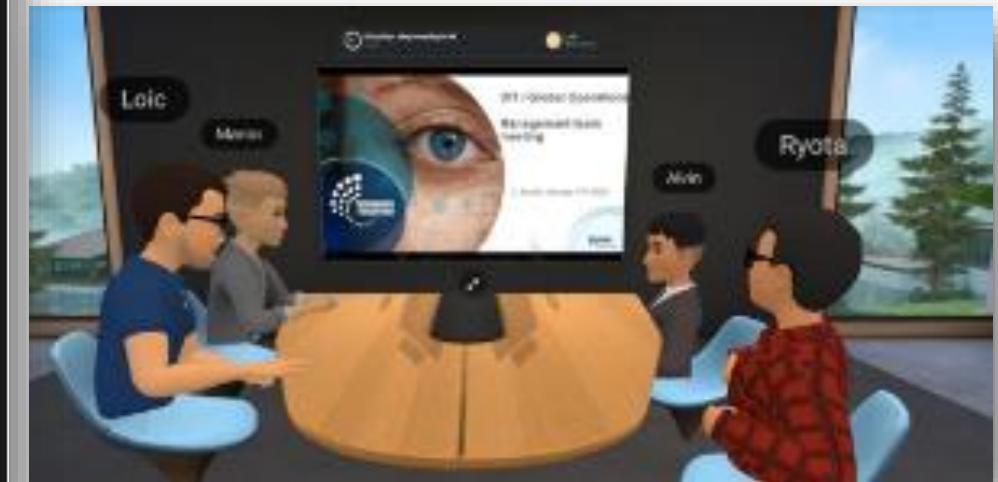


Promote DE&I and employee engagement leveraged by Dx

Diverse talents contribute to digital transformation



Dx accelerates new ways of working and DE&I



Introduction of Metaverse environment using Meta (Facebook)“Horizon Workrooms”
Source: Horizon Workrooms screen capture

Environmental protection through Dx

Digital workplace



Cloud computing
Energy savings /
e-Waste reduction



Smart factory

Contributing to ESG and business by optimizing corporate digital strategy

Enhance governance in complex environment

Accelerate innovation in ophthalmology

Deploy digital tech for environment protection

Santen's Initiatives for Inclusion



Takahiro Morita
Corporate Officer,
Core Principle and
CSR Promotion
Corporate Development Division



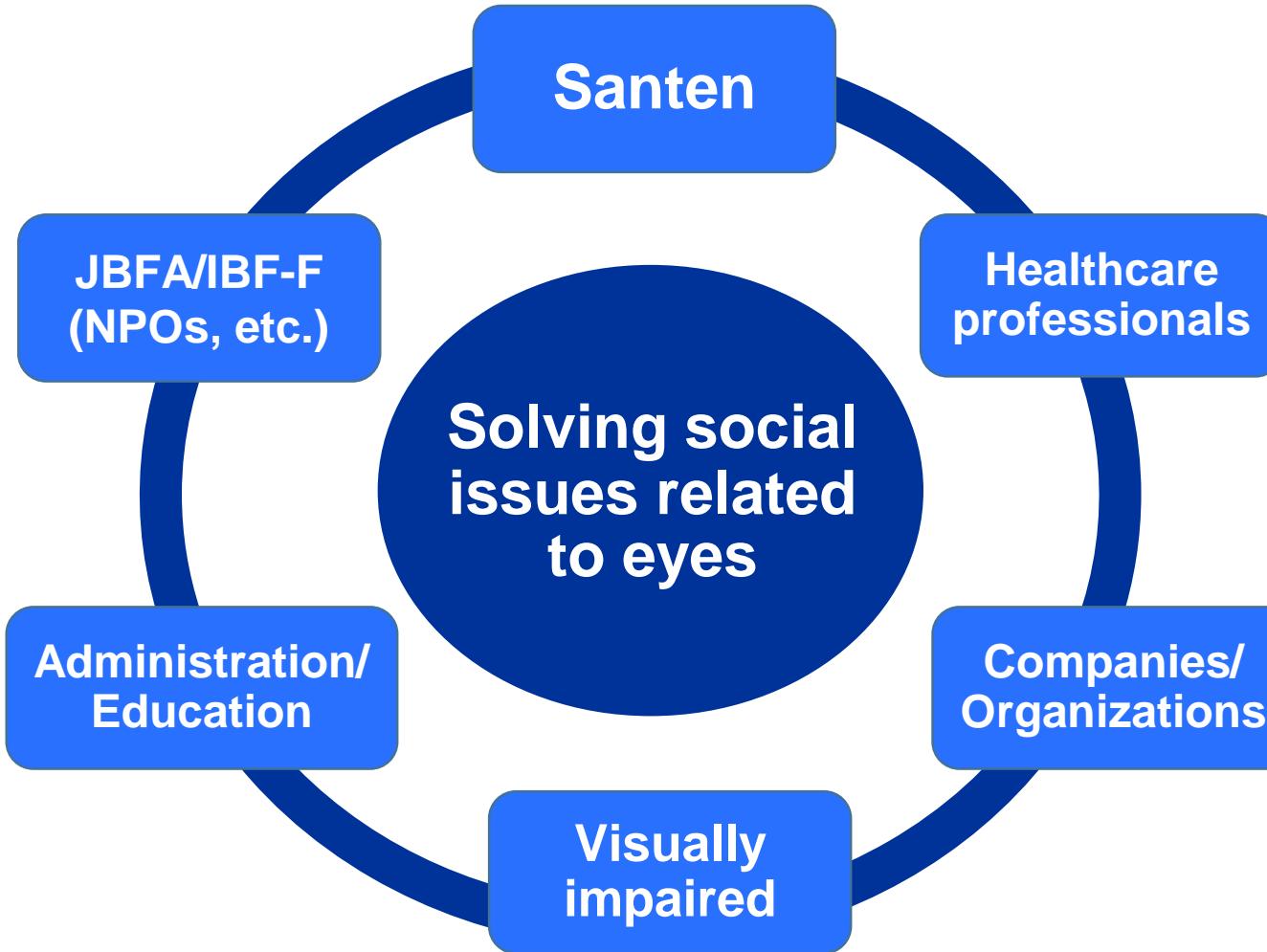
Important values and conduct guidelines are “VALUES”

Aiming to realize the happy life for every individual through vision



Inclusion society we aim to create

Build a society that is inclusive regardless of visual impairment



Initiatives for inclusion society

Blind Experience



1. Fostering the mindset of society as a whole

2. Linking Healthcare-Welfare

3. Support for economic independence

4. Dissemination of solutions

1. Fostering the mindset of society as a whole

Organizational culture and environmental reforms by employee ambassadors

Experiencing vision impairments



Improving the workplace environment



Expanding workplaces for visually impaired employees



Awareness and behavioral change

Information access improvement

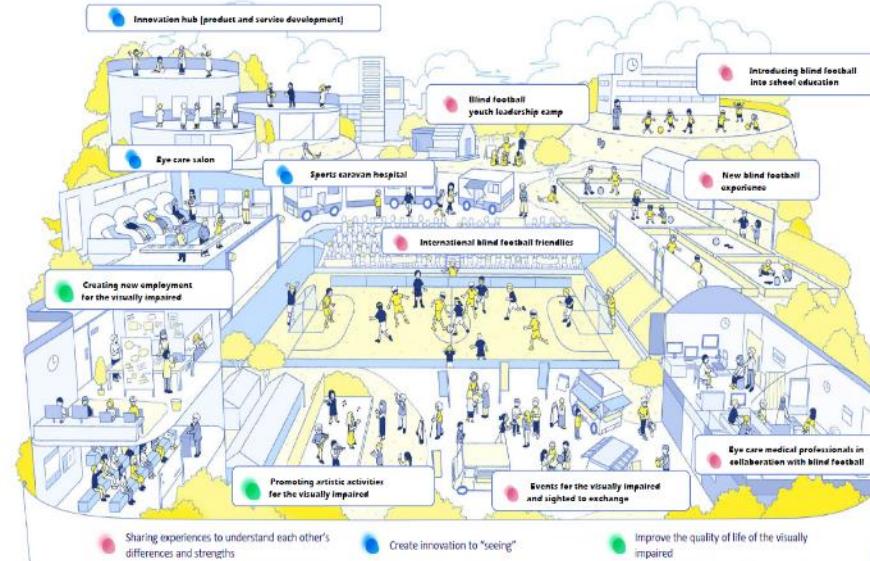
Role and Regional expansion

1. Fostering the mindset of society as a whole

Global initiatives starting from blind football

JBFA / IBF-Foundation

Creation of enjoyable opportunities which aid understanding of visual impairment



Partner Vision



Japan: Experiences in educational settings



Thailand: Blind football experience

Approach to the medical field

Regional ophthalmic communities



Ophthalmic academia exhibition
and experiencing vision impairments

Lectures by people with
visual impairments



Medical facilities and
experiencing vision impairments

Providing opportunities to recognize anew social issues related to the eyes

Initiatives for students with visual disabilities

Job search support workshop

- ✓ Opportunities to understand themselves
- ✓ Transforming visual impairment into a strength

For visually impaired students Notice of online workshop

こんな方にお勧めします

- ・一般企業で就職を考えている視覚障がい学生（大学2年生から4年生対象）

参加後はこんな理解が深まります

- ・労働市場における自分自身にとっての機会を分析することができます。
- ・自己分析を通して、労働市場に対しての自分の強み・弱みを発見し、キャリア形成に活用することができます。

労働市場における立ち位置を確認したうえでキャリア戦略を作ることは、視覚障がいの有無にかかわらず、キャリア形成における重要な要素のひとつです。
私たち参天製薬では、視覚障がい者が生き生きと活躍できる社会の実現を目指しています。
視覚障がい学生にとってアクセシブルなキャリア形成ワークショップが少ないことから、
今回の実施を決めました。就職活動中あるいはこれから就職活動を始める視覚障がいのある
学生のみなさまに参加いただき、自身のキャリア形成に役立てていただければ幸いです。

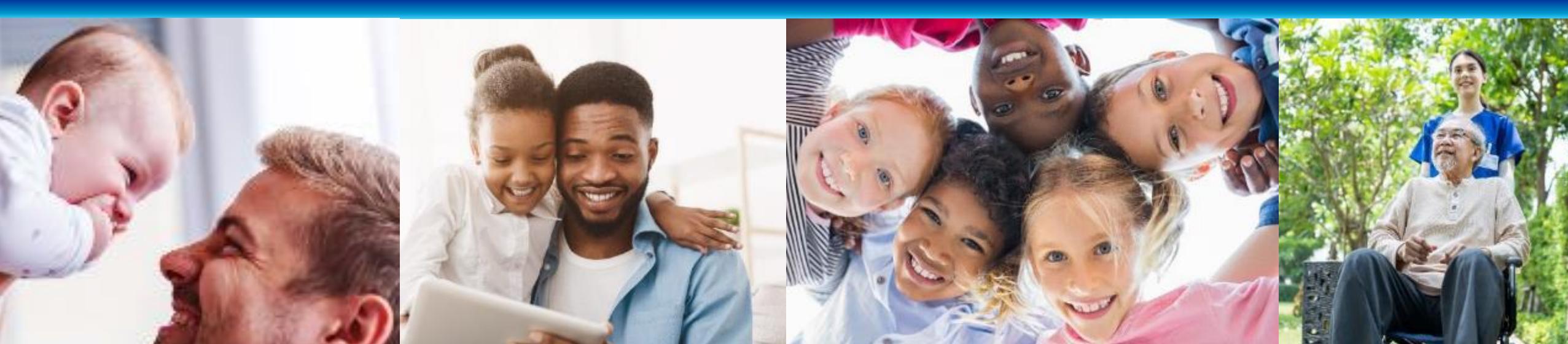


Bringing down "Walls" in the Accelerator Program to support for creation of new businesses

- 1. Online wall**
- 2. Offline wall**
- 3. Capacity wall**
- 4. Working style wall**
- 5. Linkage wall**
- 6. Unexpected wall**



**Collaboration with people with visual disabilities,
academic advisors, companies, and NPOs**



Happiness with Vision



Solve social issues through ESG management integrated with our businesses



- ✓ Sustained efforts to tackle Eye Health problems
- ✓ Realization of DE&I including people with visual disabilities
- ✓ Continuous improvement of governance

Appendix

(Digital Transformation to Support Business)

Dx contributes to ESG and Business

Digitalization / Dx roadmap

MTP2025

Step1: ~2020

Expand overseas
by leveraging Japan's
strengths

Step2: ~2025

Enhancing
globalization and
entering new fields

Step3: 2030

Leader in
ophthalmology

Digitalization / Dx roadmap

Optimize digital strategy
from company-wide
perspective and enhance
governance

Optimize business asset
allocation and realize Dx
to strengthen profitability

Continuously provide
digital products / services
to contribute to society
and environment

Ensure InfoSec governance from people / organization / technology points of view

People	Organization	Technology
<ul style="list-style-type: none">✓ Online security training✓ Security training especially targeting Digital & IT members✓ Select and deploy trainings fit to R&R of respective department	<ul style="list-style-type: none">✓ Issue and disseminate a global security operation policy✓ Security benchmark according to ESG issues✓ Risk analysis for R&D arena	<ul style="list-style-type: none">✓ Device security optimization✓ Email security optimization✓ Review and update security measures for control systems

Self-checker to promote ‘tear’ care: Japan Business



A next-generation learning portal for ophthalmologists in Europe

Experience the latest innovations in medical education

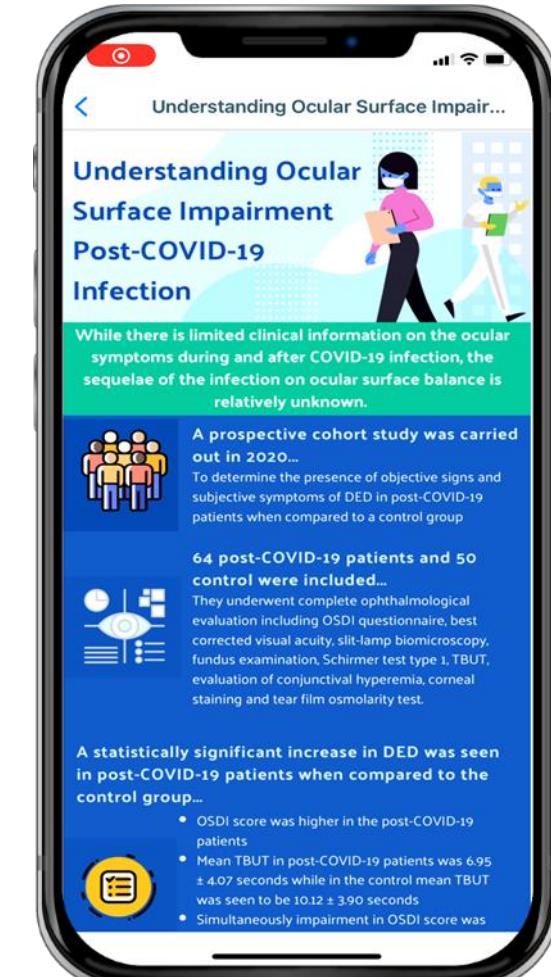
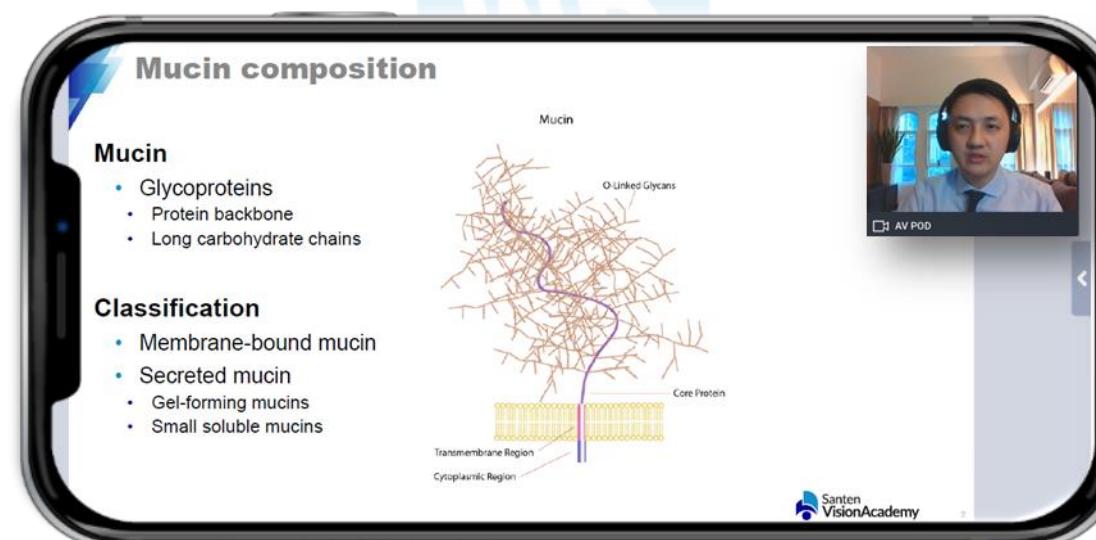
The image shows a hand pointing at a smartphone screen. The screen displays a digital learning platform for ophthalmologists. The interface includes a video call with a doctor, several text boxes with titles like 'What is Dry Eye Disease (DED) and the role of inflammation - Dr Benitez-d...', a 'GlaucomaFest 2022' section, and various icons representing different medical concepts such as a brain, a clock, a stethoscope, and a person. The overall theme is medical education and innovation.

Santen in 10

SEE portal

February 2022 – NP-No product-EMEA-0158

SantenMD: Innovative mobile platform to share the latest medical updates in Asia region



Forward-looking statements

- Materials and information provided in this announcement include so-called "forward-looking statements". The earnings forecasts and other forward-looking statements herein are based on information currently available to the Company and certain assumptions that we believe to be reasonable. The realization of these forecasts is subject to various risks and uncertainties. Please be aware that actual results could differ materially from these forward-looking statements. We assume no obligation to update the contents of this document from time to time.
- Risk factors include, but are not limited to, the following:
External factors such as trends in pharmaceutical administration, social and economic conditions, changes in laws and regulations, and exchange rates. Changes in the competitive environment, such as the impact of generics. Reliance on certain products and business partners, such as dependence on mainstay products, reliance on licensed products, and reliance on certain business partners for the supply of bulk drugs. Uncertainty in the development of new drugs, the possibility that R&D investment will not produce sufficient results, the success or failure of alliances with other companies, and other R&D activities. Other factors include intellectual property rights, production slowdowns and delays caused by natural disasters, product supply issues such as discontinuations and product recalls, litigation, and risks related to global business development.
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